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ABSTRACT

This book describes in detail the basic elements of school-based management (SBM) and the ways in which to implement successful change in the individual school. Specifically, it tells how Prince William County Public Schools (Virginia) has implemented SBM. Chapter 1 presents a rationale for the development of a more effective school-operation system. Chapter 2 examines how SBM is compatible with the effective-schools movement. The third chapter describes the Sage process for successful SBM and its seven steps for school change. Guidelines for developing an employee-training model are offered in the fourth chapter. Steps for establishing effective school goals are outlined in chapter 5. Chapters 6 through 10 examine in greater depth the concept of the change process and the importance of team building, consensus building, conflict resolution, problem solving, and the design of the planning team. Tactics to maximize the procedural effectiveness of the school and site committee are presented in chapter 11. Chapters 12 through 14 describe techniques for facilitating active-listening skills, conducting collective bargaining, and avoiding errors commonly made by principals. A sample questionnaire for assessing the extent of SBM practiced in a school is included in the final chapter. (LMI)

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